Nothing Compares
NORTH CAROLINA

March 16, 2016

Agenda

Welcome
- Mike Zeinstra, Office of State Human Resources
- Terry Senter, Office of the State Controller

Topics of Discussion
- Update on Class and Comp Study   Mike Zeinstra
- Update on Org Management Tool   Mike Zeinstra
- Review Security/Training Pilot   Teresa Shingleton
    - OSHR update on exception process   Mike Zeinstra
- BEACON Updates
    - BOBJ Migration/PMIS decommission   Karen Deleon
    - TM300 – Alternative Training   Linda Blackmon
    - PA Workgroup designation for review   Terry Senter

- Meeting Name Change   Terry Senter
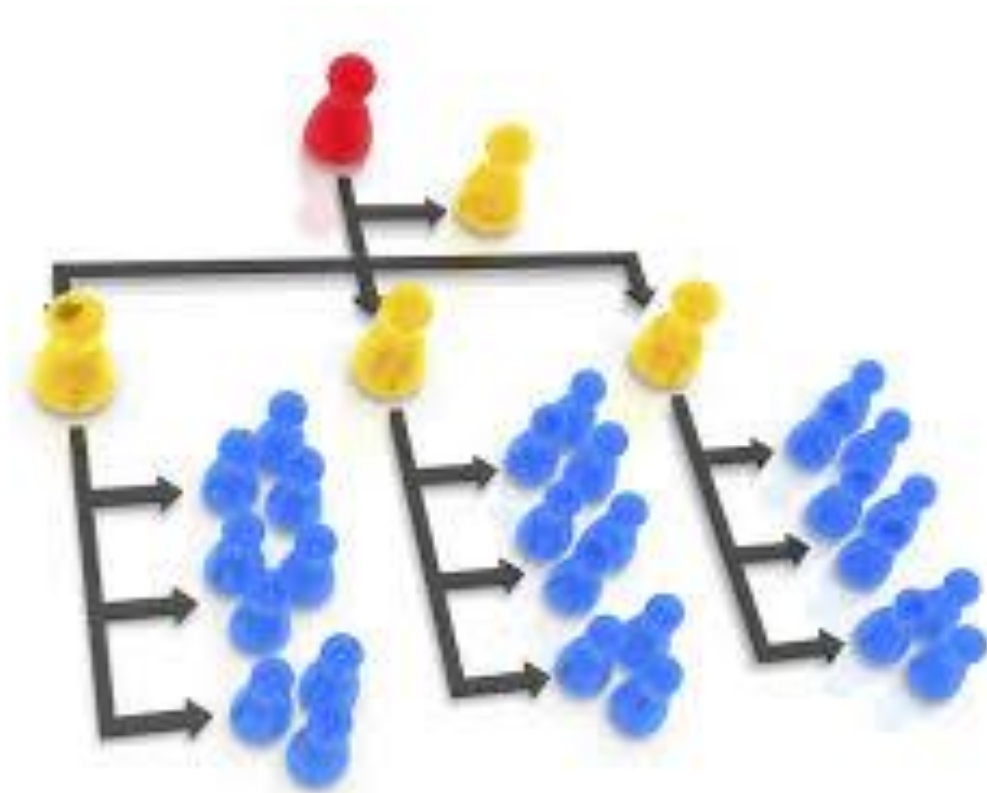   - Distribution List
- New topics   All

New Statewide Compensation Program:

- Finalizing last 100 classification specs and State Highway Patrol Pay Plan for the 4/7 State Human Resources Commission
  - This will complete, hopefully, the 1,400 new class specs
- Completing 75,000 position allocations into the new class specs by 4/13
- Release all position allocations to HR Directors with new classifications and appropriate salary grades
- Agencies will vet and any changes will be done by end of April
- All new information to BEACON on May 1
- All communication will be sent to employees on May 23
- Effective 6/1
- Salary Administration training on-line starts 2nd week of April as pre-req for personal training
- Face-to-face training for HR thru month of May

7 agencies using the BEACON
Exception Security Process

Business Objects (BOBJ) Update

An Enterprise Reporting System

Karen Deleon

Business Objects – Current Status

214   Original reports to migrate

77   Completed reports (55 total migrated after merging reports)
- ☆ Expanded the capabilities in each report
- ☆ Consolidated by topic where feasible
- ☆ Many reports contain multiple views

69   Obsolete reports
- ☆ Removed redundancy
- ☆ Remove reports that don't support current business needs

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68 Remaining (45 total to migrate after merging reports)

100 Total reports expected to migrate into Business Objects
- ☆ Fewer reports to learn and search through
- ☆ Improved insight, flexibility and capability

1. Support changing business needs

2. Complete migration by the end of 2016
    - Benefits
        - Removes confusion about where the reports are located
        - All reports have new expanded capabilities
        - No need to train employees on old technologies
        - Lets us focus on new ways to bring benefit to the business
    - Challenges
        - Hardware Refresh Project
        - Changes in business needs (Goal #1)

Business Objects – How to Meet 2016 Goals

◉ Support for new business needs take priority
- New compensation project
- Legislative changes or others

◉ Hardware Refresh Project will not include Portal Systems to host BI reports
- Focus on the future not on the past
- Dramatic reduction in portal configuration complexity
- Reduces impact on development team

◉ Support Agencies
- Re-focus migration priority on reports with highest usage
- Develop support model for short term BI report access
- Maintain commitment to migrate reports as quickly as possible

Business Objects – Support Mode after HWR

Proposed support model for BI report access after Hardware Refresh:

1. Report descriptions for remaining BI reports will be moved to BOBJ server for access.

2. Open ticket with BEST Shared Services with details of which report is needed along with report parameters and special instructions.

3. BEST will verify identity of requestor and ensure they have sufficient security to make request.

4. BEST will execute report and deliver report to requestor by agreed upon means. Secure data transfer procedures will be followed.

Note: The details of this model are not complete but will follow this general framework.

Business Objects (BOBJ)

TM300 – Time Administration Alternative Training

- Our objective is to provide alternative training measures to the agencies, similar to on-the-job training.

- TM300 – Time Administration is currently an 8 hour instructor lead training class held monthly at a minimal.

- We are working towards a more modern training approach with the development of curriculum based learning objects (clusters).

- The curriculum will include material content as well as exercises driven by LMS tutorials.

Tutorial Example

PA Workgroup

- Tasks:
  - Reviewing the PA Track to determine what can be completed as online and what can be completed as virtual or instructor led
  - Chunk the lessons more based on job duties
  - Look at business needs and requirements verses implementing a new system

- Goals of this project:
  - Create work groups to assist with review and how to better present the information from a business process (participants from all size agencies that are PA users)
  - Work with Operational, Functional and Training staff to determine layout of the courses as well as format
  - Assist with determining pilot group from agency

Meeting Name Change

Since we are restructuring the nature and content of these meetings, we discussed in the December meeting about changing the name of the meeting. We did not receive any suggestions from the agencies, so we came up with this idea and would like your input on whether to adopt it or come up with another one.

NC User Experience Forum